

KEY PRINCIPLES

The Mercer Report shows that QAS employees are paid less than comparable occupations interstate and comparable nursing employees within Queensland.

The findings are varied between states, and job classifications. Differences are recorded in base rates, classification structures and pay point progression.

In order to lift QAS employees up to comparable pay levels with comparable jobs, QAS requires a new classification structure. A new classification structure should bring wages up to comparable interstate pay levels, and nursing, and have internal pay relativities based upon QAS job classifications.

Key principles of a new classification structure

Key principles of a new classification structure should be:

- All existing job classifications should receive a wage increase;
- All existing job classifications should translate to a new, improved structure;
- Wage rates should be above average for the commencement pay points in a classification and be within the higher rates at the top of classification structures;
- Additional and new pay points should be included;
- There should be a greater pay range between commencing rates in a classification and those at the highest pay point;
- Additional and new pay points should push pay rates up towards being within the higher paid;
- Additional and new pay points should recognise experience;
- Additional and new pay points should allow for quicker time based progression;
- Additional and new pay points should reflect additional qualifications, practice and duties;
- Management and supervisory levels remuneration and pay points should increase relative to employees they supervise and manage.

Further wage increases

In addition to a new classification structure and improved wage rates designed to bring Queensland rates up to comparable levels, further wage increases should be scheduled to ensure that wage rates do not fall behind.

Specific issues regarding classification structure:

PTOs - should include new additional pay points and a paramedic level.

Paramedics / Ambulance Officers - should include classification levels and pay points for paramedics and ambulance officers who do not hold an ACP or CCP qualification.

Communications Officers (EMD/OCS) - should include classification levels and additional pay points to officers who do not hold equivalent ACP level. Should include annual progression.

ACPs - there should be more pay points, commencing from a graduate level, and including annual progression comparable to nursing. There should be further higher levels and pay points recognising extended scope of practice.

CCPs - there should be a sufficient differential between the maximum ACP level and the commencement CCP level. There should be additional pay points, including annual progression. There should be further higher levels and pay points recognising extended scope of practice.

Extended scope of practice - there should be additional pay points for ACP and CCP extended scopes of practice including, for example, HARU and LARU.

Flight paramedics - flight paramedics should be recognised as an extended scope of practice for ACPs and CCPs with additional pay points and higher wage rates.

Station Officers - Station Officers cover a diverse range of jobs and functions. The salary range should commence above the CCP commencement level.

M-Scale - M-Scale covers a diverse range of jobs and functions. The salary range should commence no less than the top of the Station Officer classification pay rates.

Translation:

If existing classifications translated to a new structure, with more pay points and levels, then depending upon the translation, significant wage increases can arise from translating to a higher level, over and above those which arise from increasing the base benchmark rates.